

Regents Employees FY 2001 – FY 2010

ISSUE

An examination of the changes in employment at the three Regents universities and two special schools since FY 2001.

AFFECTED AGENCIES

University of Iowa
Iowa State University
University of Northern Iowa
Iowa School for the Deaf
Iowa Braille and Sight Saving School

CODE AUTHORITY

Chapters 262 – 271

BACKGROUND

The three Regents universities and two special schools employ 45,000 individuals and have an FY 2010 salary budget of \$2.2 billion. Of the total employees, 45.8% are full-time employees and the remainder are part-time, student, and temporary employees. In terms of the salary budget, 43.2% of all employees are paid from the General Education Operations with funding primarily from appropriations, tuition, and fees. The remainder are paid with revenues from service fees, federal grants, auxiliary enterprises, and other revenues.

CURRENT SITUATION

Overall, the number of persons employed by the Regents institutions has slowly increased over the past decade. **Chart 1** shows the total number of employees funded by all revenue sources increased by 1,800 (4.2%). The University of Iowa and Iowa State University increased by 7.8% and 3.4%, respectively, while the University of Northern Iowa and the two special schools posted decreases.

Chart 1

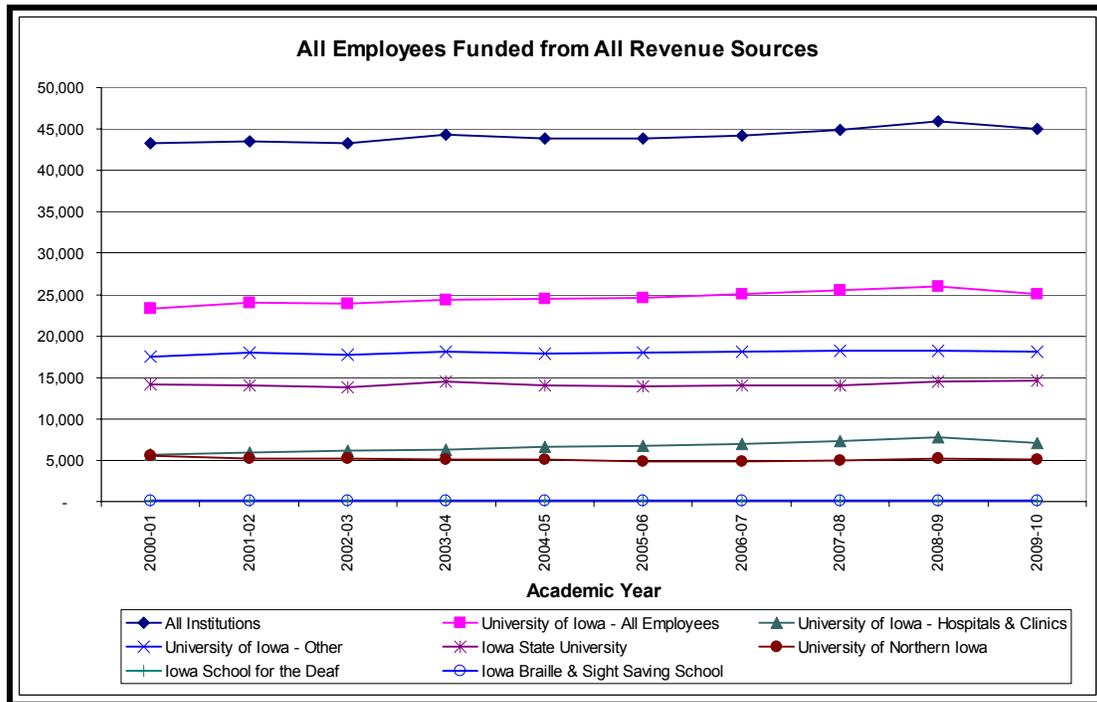
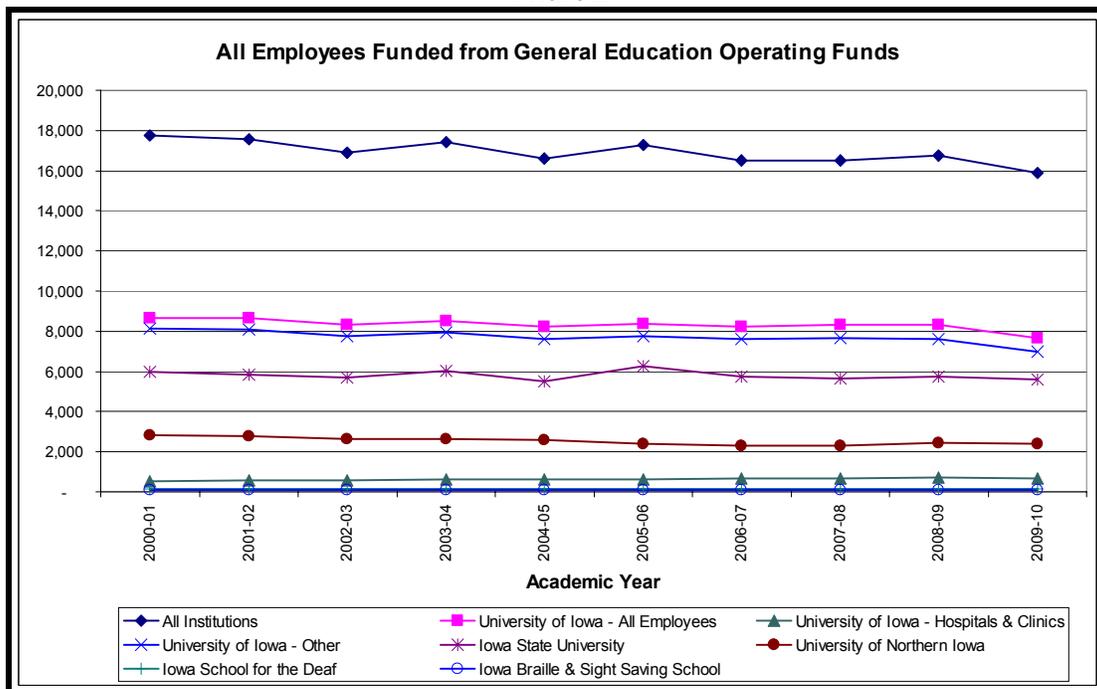


Chart 2 shows the employee trends for the positions funded from General Education Operations funding, often referred to by the universities as the “general fund.” The “general fund” employees have decreased by 1,900 (10.5%) over the past decade. The number of employees at the three universities decreased an average of 12.1% while the number of employees at the University Hospitals and Clinics increased by 21.5%. The number of employees at the School for the Deaf decreased by 11.2%, and increased at the Braille and Sight Saving School by 11.2%.

Chart 2



Tables 1 and 2 show the ten-year changes by employee type. The employee categories are defined as:

- Full-Time Academic and Institutional Officials – tenured and tenure-track faculty, clinical-track faculty, and institutional officers.
- Full-Time Professional and Scientific – researchers, non-teaching professionals, and Service Employees International Union (SEIU) contract employees at the University of Iowa.
- Full-Time General Service Staff – merit union and supervisory exempt staff.
- Part-Time Non-students – permanent merit, professional & scientific staff, and faculty working less than full-time.
- Student Staff – student employees, including graduate and undergraduate assistants, and Health Care residents at the University of Iowa.
- Temporary Staff – Full-Time and Part-Time non-student employees that are not permanent employees.

Table 1 reflects positions funded from all revenue sources, and **Table 2** reflects those paid from General Education Operations funding. The positions in **Table 2** are included in the totals in **Table 1**.

Table 1
Change in Numbers Employed by Personnel Category
All Funding Sources – FY 2001 to FY 2010

	All Institutions	University of Iowa			Iowa State University	University of Northern Iowa	School for the Deaf	Braille & Sight Saving School
		All Employees	Hospitals & Clinics	All Other				
Total FY 2010 Employees	45,058	25,115	7,050	18,065	14,587	5,091	146	119
Change Since 2001:								
Total Employees	1,829	1,809	1,310	499	477	-434	-17	-6
Percent Change	4.23%	7.76%	22.82%	2.84%	3.38%	-7.86%	-10.43%	-4.80%
Full-time Academic & Institutional Officials	116	170	17	153	5	-49	-22	12
Percent Change	2.54%	7.43%	42.50%	6.81%	0.33%	-7.42%	-33.33%	30.77%
Full-time Professional & Scientific Staff	1,572	1,159	467	692	338	72	5	-2
Percent Change	20.71%	23.38%	28.41%	20.89%	16.21%	14.31%	14.29%	-22.22%
Full-time General Service Staff	-833	-412	145	-557	-317	-88	-4	-12
Percent Change	-10.89%	-8.80%	8.13%	-19.21%	-14.22%	-13.86%	-7.14%	-24.49%
Student Employees	-120	-280	-44	-236	533	-373		
Percent Change	-0.65%	-3.42%	-4.72%	-3.26%	7.48%	-11.64%		
Part-Time Nonstudent Employees	891	860	687	173	21	12	-4	2
Percent Change	27.49%	34.52%	61.73%	12.55%	3.41%	9.60%	-80.00%	40.00%
Temporary Employees	203	312	38	274	-103	-8	8	-6
Percent Change	12.09%	43.88%	16.74%	56.61%	-18.83%	-2.02%	800.00%	-26.09%

Table 2
Change in Numbers Employed by Category
General Education Operating Budget – FY 2001 to FY 2010

	All Institutions	University of Iowa			Iowa State University	University of Northern Iowa	School for the Deaf	Braille & Sight Saving School
		All Employees	Hospitals & Clinics	All Other				
Total FY 2010 Employees	15,885	7,654	667	6,987	5,590	2,387	135	119
Change Since 2001:								
Total Employees	-1,871	-1,030	118	-1,148	-387	-449	-17	12
Percent Change	-10.54%	-11.86%	21.49%	-14.11%	-6.47%	-15.83%	-11.18%	11.21%
Full-time Academic & Institutional Officials	-163	-105	-1	-104	-10	-55	-22	29
Percent Change	-4.58%	-7.60%	-10.00%	-7.58%	-0.69%	-8.42%	-36.67%	131.82%
Full-time Professional & Scientific Staff	410	217	38	179	181	9	5	-2
Percent Change	14.61%	15.19%	25.33%	14.00%	17.34%	3.06%	16.13%	-22.22%
Full-time General Service Staff	-896	-505	9	-514	-296	-80	-4	-11
Percent Change	-27.94%	-27.43%	5.29%	-30.76%	-35.28%	-18.87%	-7.27%	-22.92%
Student Employees	-1,050	-628	-2	-626	-132	-290	0	0
Percent Change	-16.23%	-19.42%	-2.20%	-19.92%	-6.24%	-25.87%	0.00%	0.00%
Part-Time Nonstudent Employees	-61	18	70	-52	-68	-9	-4	2
Percent Change	-5.17%	2.75%	66.04%	-9.49%	-15.60%	-11.11%	-80.00%	40.00%
Temporary Employees	-111	-27	4	-31	-62	-24	8	-6
Percent Change	-20.94%	-18.75%	18.18%	-25.41%	-62.63%	-9.13%	800.00%	-26.09%

The previous tables show the following trends:

- While there has been an increase in the number of Regents employees, the proportion funded by the General Education Operations funding has decreased for all employment categories.
 - Since FY 2001, the proportion funded by the “general fund” has decreased from 41.1% to 35.3%.
 - Approximately three-fourths of the full-time academic and institutional official positions are funded by the “general fund,” and about one-third of the full-time professional and scientific positions and the full-time general service positions are funded by the “general fund.” Approximately one-fourth of the student, part-time nonstudent, and temporary positions are funded by the “general fund.”
- The full-time professional and scientific staff increased more than the full-time academic and institutional official positions.
 - Over the decade, the number of professional and scientific staff positions increased eight times faster than academic and institutional official positions – 1,600 (20.7%) vs. 116 (2.5%). The Braille and Sight Saving School showed an opposite trend adding 12 academic and institutional official positions and reducing two professional and scientific positions.
 - Examining positions funded by revenue sources other than the “general fund,” all universities increased the academic and institutional official positions funded by other sources (a total of 279 positions) while the number funded from the “general fund” decreased by a total of 163 positions.
- Full-time General Service Staff employees have decreased across all institutions, except for the University of Iowa Hospitals and Clinics. In total, the number of General Service Staff employees funded from all sources decreased by 833 positions while the number funded by

General Education Operations revenues decreased by 896. This shows a net of 63 positions were shifted to funding from other revenue sources.

- The number of Student Employees funded by General Education Operations funds decreased for all three universities. The reductions in Student Employees show a smaller decline when all funding sources are examined, indicating student employment was shifted to other non-“general fund” sources. Iowa State University more than offset the decrease in “general fund” positions and increase in Student Employees by using revenue from other sources.
- Part-Time Nonstudent and Temporary Employees showed similar trends with a shift toward funding positions from other sources. Overall, the use of Part-Time Nonstudent and Temporary Employees grew faster than the combined growth for the institutions.

BUDGET IMPACT

A common pattern is to shift employees to positions funded by non-General Fund sources when State appropriations decline. This typically requires a change of job responsibilities to qualify for funding from those other sources and has the potential to refocus the services provided by the agency. As the Regents institutions responded to the FY 2010 10.0% across-the-board reduction, they planned to avoid layoffs and seek funding for employee positions from other sources. With the projected decline in State revenues, the trend of moving employees away from the General Education Operations funded positions is likely to continue.

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